

SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
JUNE 11, 2019
SMYRNA STATE SERVICE CENTER, SMYRNA

Present: Sandy Reyes, Co-Chair, Department of Human Resources; Marissa Catalon, DDDS; Moni Edgar, UCP- CAP; Elisabeth Furber, CLASI/DLP; Thomas Hall, DHSS/DSS; Emmanuel Jenkins, DDC; Brenda Rodriguez (on behalf of Andrea Guest), DVR; Ron Sarg, DCVA/MOAA; Kyle Hodges, Staff; and Amber Rivard, Support Staff.

Guests: Jennifer Garcias, DDDS; Elisha Jenkins, DVI/DHSS; Jocelyn Langrehr, DVR; and Laura Strmel, SJCS.

Absent: Cindy Sterling, Chair, ServiceSource/AND; Rick Kosmalski, DDC; Dale Matusevich, DOE; Julie Petroff, DOL-Division of Industrial Affairs (DIA); and Jackeline Saez-Rosario, Advocate.

CALL TO ORDER/Introductions/Approval of April 9, 2019 Minutes

Sandy called the meeting to order at 9:33 am. Everyone introduced themselves. Ron motioned for approval of the April minutes. Elizabeth seconded the motion. The April 9th, 2019 minutes were approved as submitted.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

Review of Agency Data – DOC, DSAMH, DOE, DSAAPD, Kids Department, and DVR

The Commission reviewed additional baseline data information from the following agencies: DOC, DSAMH, DOE, DSAAPD, DSCYF, and DVR. Everyone received a packet of the completed information which was sent by email on Friday, June 7, 2019. Kyle stated that the Commission already reviewed information sent from DDDS, DVI, and DSS.

Brenda discussed DVR's baseline data. She stated that the data is regarding what DVR does in general. Kyle added that Andrea had emailed some data in March on DVR, but it had not been reviewed at the meeting, and had provided additional data in the next few pages. Brenda stated DVR made goals with one providing services to people that want employment. There are several programs that were integrated into DVR services that they work with the schools and adults. Last year, DVR achieved a goal of providing 835 people with achieving success in obtaining and keeping employment. Their goal this year is to surpass the previous year's goal in obtaining and keeping employment. Brenda commented that she does not yet know what the exact number is for this year. Laura commented about the waiting list that was described in DVR's data, and asked if the wait list is pertaining to the people waiting based on their eligibility or is it a list of priority services. Brenda clarified that the people that are on the waiting list for DVR is based on

everyone going through the application, integrating, and eligibility processes. Currently, DVR services are serving the most severe disabled. Laura asked if it includes supported employment and traditional DVR employment. Brenda clarified that it includes everyone in the eligibility process. Kyle asked what the different categories are in the severity of disability. Brenda replied that they are most severe, severe, and disability. Those three categories are determined by functional capacity, limitations and barriers of each functional capacity. Kyle asked if DVI does the same. Elisha commented that DVI currently does not have a waiting list.

Sandy suggested that DVR breakdown the number of people they are serving depending on the severity of the disability categories. Brenda stated that the people with severe disability and less severe disability are on the waiting list. Kyle clarified to Moni and Elisha that the Commission is collecting relevant data from agencies that offer Employment First services for people with disabilities. Rita Landgraf had facilitated a retreat for getting back to the basics, and collecting this baseline data in order to monitor what is going on in the State agencies that are serving people with disabilities. Marissa asked about how long has DVR, DVI and DDDS have had the Order of Selection. Brenda commented that it has been a part of services for several years. Marissa asked what would have to happen in order for DVR to allow to serve all people within any category of disability severity. Laura asked if it was based on the State prioritization. Brenda commented that she is not part of those conversations, but the reason that DVR cannot serve all people with severe disabilities is due to a combination of limited staff (capacity) and funding. Elisabeth mentioned that during a meeting held June 10, 2019, Andrea Guest discussed that, under WIOA, it is required that 15% of a project to be satisfied in helping pre-employment transitioning services and it is a chunk of money that can be used on anything else. Marissa asked if there has been an increase in the DVR counselors over the past few years. Brenda commented that DVR is receiving two new counselors that are casual-seasonal for a limited time.

Laura commented that a portion of Pre-ETS (Pre-Employment Transition Services) is going to a career readiness program at the University of Delaware under the CLSC Program. She is not sure if it is being fully utilized. Jocelyn replied that the new WIOA law requires that DVR and DVI implement the five core services: self-advocacy, work-based learning, work readiness, career preparedness and college counseling. In addition to those services, DVR must draw 15% of the funding for youth ages 14 through 21. Jocelyn added that a few years ago, DVR had decided on an RFP contract to track what was going on, and requested proposals from the community. The responses were positive, and implemented some work-based learning camps. An RFP contract is expensive and does not reach many children. There are 10,000 children with IEPs and only 800 of them are being reached through the RFP process. DVR is working to spend the funding money more efficiently and have a wider reach. There is a barrier with this as DVR is using 15% of the funding for these services; however, not many children with IEPs are being helped.

Jocelyn commented that DVR is more involved in employment services by using the Delaware Pathways Initiative under Governor Markell, and are currently on goal three of their five year plan that started four years ago. Goal three of the plan is that children with disabilities (children with IEPs) need to have equal access to career pathways that children without IEPs do. Children with IEPs are underrepresented. Jocelyn added that children 18-21 that work within this program group (children without IEPs) do amazing work, but the children with IEPs do not. Laura added

that DOE has discussed looking into outside funding. Jocelyn commented that there is funding through the NAPE (National Alliance for Partnerships in Equity) project that assisted with girls becoming involved in math classes, and are finding how to get children with IEPs involved in career pathways. There was a 93-page analysis conducted with 23 valid reasons of why it would benefit the children with IEPs. DOE, DVR, DVI, and DDDS have been pouring money into this project. Last year, it was piloted into three school districts to improve the outcome for children with IEPs becoming involved in career pathways. This year, DVR will include three more school districts. Laura asked if one of the barriers with this due to the lack of providers that could provide the service. Jocelyn commented that it was not mentioned as one of the main barriers, but was due to families not thinking children with IEPs could do career pathways, and school counselors feeling the same. Also the career tech education teachers are not special education teachers for those that have IEPs. Laura added that on the Pre-ETS side of the services, they are doing excellent in catching all the children exiting high school and making sure they are involved in achieving employment goals. Jocelyn stated that all the career readiness starts when they are in middle school with a program called Step On It that looks into career pathways early on to select a pathway. DVR is spending the funding, but they need more in order to obtain the services they are providing. Jocelyn will send the NAPE project information (root causes and the link to the project) to Kyle. Kyle asked if DVR has seen improvement in parents and school counselors. Jocelyn stated that with the Delaware Pathways Initiative and NAPE, they have to report every year on what measurable goals they have achieved and DVR is slowly improving thanks to help from the projects.

Kyle asked if there is any data from the Delaware Pathways Initiative that could be beneficial for the Commission's Reports. Jocelyn commented that she can share with Kyle the Delaware Pathways Initiative Annual Report and he could see where all the information details come from and the progress the initiative has made. Ron Sarg asked if DVR captures the students with IEPs that are military connected. Jocelyn stated that she is not sure. There is an ESSA (Every Students Succeeds Act) measures college and career readiness called the ASVAB (Armed Services Vocational Aptitude Battery) performance. There is a limited amount of students in the ASVAB program that have an IEP. Jocelyn added that she could follow-up on this. All data provided by DVR is only tracking the students in a public school setting.

Kyle proceeded to review other baseline data collected. DOE had sent their baseline data through email with informative information. Kyle asked if anyone had any questions or comments on it. Everyone is familiar with DOE's work due to being a part of many programs and working with other agencies. There was no further discussion on DOE's baseline data. The Commission then reviewed DSAMH's baseline data. Kyle stated that he was not sure that all the questions were answered from DSAMH. Kyle commented that CLASI worked with DSAMH on some services and asked if Elizabeth had information to share on DSAMH's data. Elizabeth stated that she had nothing to report. Kyle added that if she does have any additional information, contact him. If anyone else has any questions or comments regarding any of the baseline data presented, contact him as well. Steve Yeatman from the DSCYF had responded to Kyle with brief answers stating what their department does and does not have. They have individualized service plans and they do not do any other kind of service other than competitive employment. No data is collected by DSCYF. The next one was a second response email from DOC as discussed at the April meeting in which DOC was not answering the questions from the survey. DOC would answer the

questions in a different way whereas the Commission wanted to know about the services they provide to people with disabilities in DOC for career readiness and being rehabilitated. He wasn't sure if he should follow up with DOC or wait until next year. Laura asked if the Commission is asking DOC and the Kids Department if they serve only those with disabilities or people they are serving in general. Kyle clarified that the Commission, under the State Council for Persons with Disabilities, is only looking at the disability population. He suggested that the Commission should try to invite a few of these agencies to discuss the results and gain an understanding what is going on in some of these agencies. DOC has programs that are beneficial for EFOC Annual Report.

DSAAPD provided plenty of information in their data collection. They talked about their Senior Community Service Employment program and Pathways program. DSAAPD does not have Employment First as a first option for people with disabilities. DSAAPD focuses more on housing than employment services. Kyle asked if we should reach out and get them involved in the Commission. Kyle added that the other baseline data in the meeting packet has already been discussed at the April meeting.

Annual Report

Marissa asked that before Kyle put all the baseline data into the Annual Report that DDDS wants to update their data so that it is the most current. Kyle commented that the Annual Report for the Commission was a project that he was going to draft together over the summer. He will add data given by Elwyn and Chimes. Kyle asked if anyone else had any comments to make about the Annual Report and any suggestions on how to make it easier to read in a more simplified format. Kyle will be working with Sandy and Cindy on drafting up an updated Annual Report.

Draft EFOC Legislation

Kyle stated that he emailed the draft legislation to EFOC members and no negative responses. Sandy and Kyle have discussed the updated draft EFOC legislation. Kyle reviewed all the changes made to the legislation. He changed 13 members to just members as the number of members could fluctuate. Additional members now includes DVI, and other councils, committees, agencies, or individuals as approved by both the Commission and affected council, committee, agency, organization or individual. Lloyd had made a suggestion to Kyle about reaching out to DSAMH to be part of the Commission. Laura spoke about DSAMH or DOC, needing clarification on why they are being asked to join the Commission. Kyle also stated that term limits will be removed from the legislation. It is difficult to find new members after a term limit has expired. A question was asked about what is needed for quorum. Kyle clarified that 51% of members. The term limit of Chair and Vice Chair was changed from one year to two years and can serve an additional consecutive term (total of four years). Ron asked about members that are absent from a meeting calling in using a bridgeline. Kyle commented that under the FIOA law, the members can participate by phone if they are unable to make it, but they cannot count toward quorum or vote. They are looking into that with assistance from DLP for people with disability who are unable to attend a meeting and attend by phone is a reasonable accommodation. Kyle did send the legislation over to Representative Heffernan and she supports

it. Ron motioned to moving forward with the EFOC legislation. Marissa seconded the motion. The motion was carried.

OTHER BUSINESS

None

PUBLIC COMMENT

None

ANNOUNCEMENTS

There was an article in the Newark Post on SJCS's partnership with Delaware CLSC program and a focus on internships that leads to competitive paid employment.

Delaware Nursing Home Residents Quality Assurance Commission had passed legislation recently on revamping HB 62 with House Amendment 1.

ADJOURNMENT

The meeting was adjourned at 10:50 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist